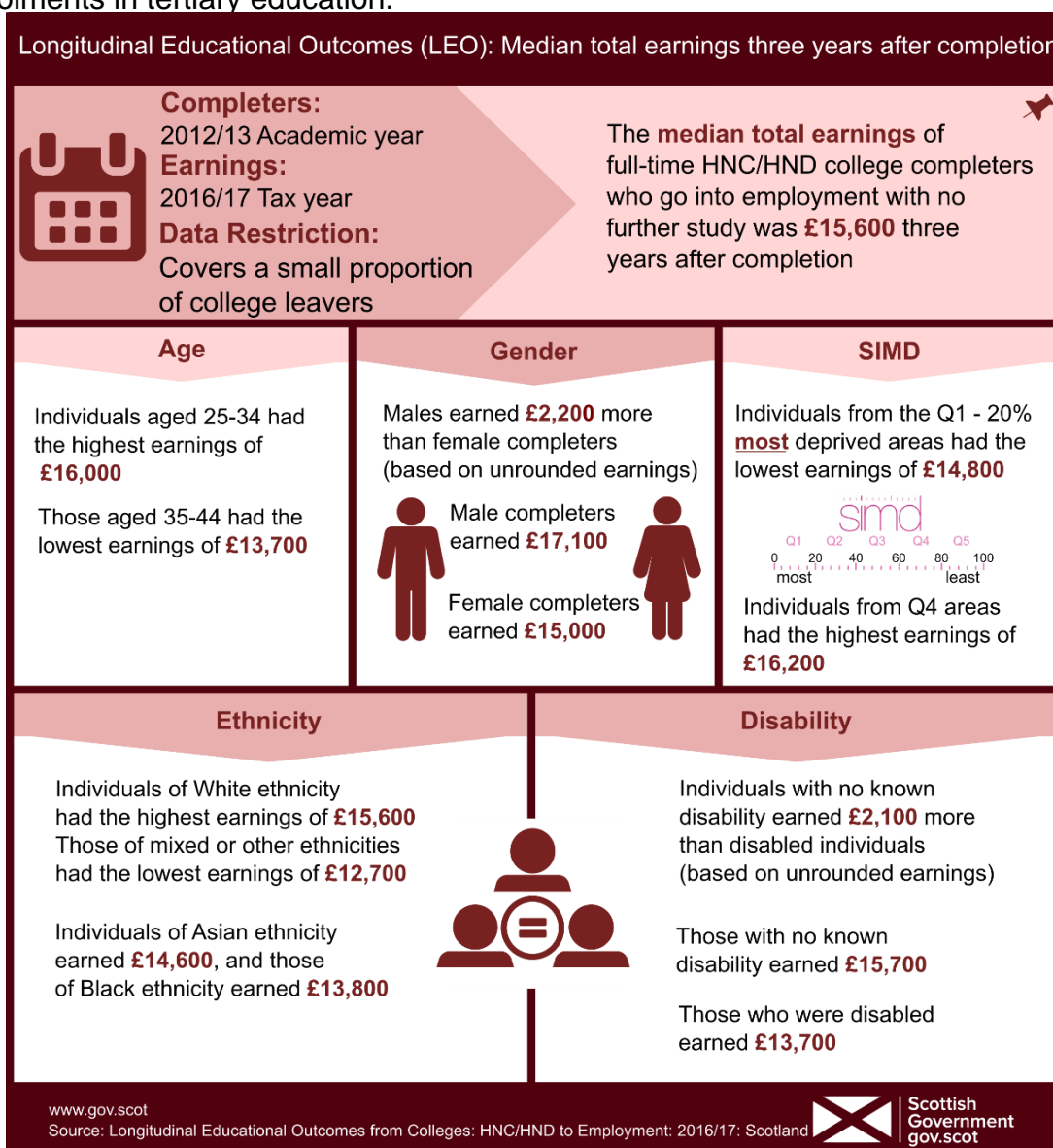


Longitudinal Educational Outcomes (LEO) from Colleges: HNC/HND to Employment: 2016/17: Scotland

(Experimental Statistics: data being developed)

Advanced Learning and Skills Analysis

This experimental statistics release is the first LEO college data release in Scotland. It presents employment and earnings outcomes for those successfully completing a Higher National Certificate (HNC) or Higher National Diploma (HND) course at Scottish college in 2012/13 and who go on to employment, with no further enrolments in tertiary education.



Experimental Statistics: data being developed

Experimental Statistics are new official statistics that are undergoing evaluation. These statistics are being published as experimental statistics in order to involve users and stakeholders in their development and as a means to further improve the use of the data in future.

Coverage

This release only covers those who complete a full-time HNC or HND at a Scottish college and then move into employment, which accounts for around 10% of the total full-time qualifying cohort at Scottish colleges. College completers who progressed to further study (at college or university) as a result of their achievements at college and subsequently moved into employment are not covered by this release.

Figures published by the Scottish Funding Council (SFC) in the recent College Leaver Destinations (CLD) publication shows that around 56% of qualifiers at SCQF levels 7+ who left college moved on to study at a Higher Education Institution (HEI).

Analysis suggests that median total earnings for UK domiciled first degree graduates from Scottish HEIs were £24,600 three years after graduation. This provides an indication of the opportunities available for students who articulate on to university. Further details of statistics on earnings of graduates three years after graduation have been included in Annex A. Links to the detailed results from our previous publications can be found in the section below.

Those that complete further education or part-time courses are also not included in this release. Studying part-time, which accounts for around three quarters of all college enrolments, is an important step in the learner journey for many individuals. Identifying what proportion of earnings are attributable to the college course rather than previous experience is a complex issue that requires further analysis.

Previous LEO Publications

Figures from these publications are not comparable to earnings in this release and cover the time period five years after completion.

LEO from universities - 2016/17 (June 2019):

<https://www.gov.scot/publications/longitudinal-educational-outcomes-leo-universities-2016-17-scotland/pages/1/>

LEO from modern apprenticeships - 2016/17 (September 2019):

<https://www.gov.scot/publications/longitudinal-educational-outcomes-leo-modern-apprenticeships/pages/1/>

Future Plans

A vital next step in the development of the LEO college data will be to include those who have participated in Further Education (FE) courses and those progressing into further study at university. A future release covering all college completers will be developed and should give a more comprehensive picture of the sector. The LEO college data will remain as experimental statistics for the duration of this work as more knowledge and quality improvements are built into the data.

As this statistical release only covers a proportion of college leavers, it is not representative of all learners' experiences and outcomes from colleges. As such these statistics should not be used to draw any conclusions about the overall sector. This publication is designated as experimental statistics so any comments on how to improve future releases are welcome.

See Annex B for further information on future plans.

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Introduction to the College to Employment LEO release

Colleges provide an opportunity for individuals to obtain the appropriate skills and knowledge necessary to find employment in a particular field of interest or gain additional qualifications needed to enter university.

Individuals included in this release must have been studying a full-time HNC/HND course at college and left in 2012/13 with a successful outcome, and be recorded as in sustained employment in the 2016/17 tax year.

This experimental release reports the total earnings of individuals who have completed a course at a Scottish college three full tax years after completion. Total earnings represent the sum of the annualised PAYE earnings and raw self-assessment earnings.

The median earnings presented in this release **should not** be used as a way to rank courses, colleges or levels of study, nor to draw any conclusions about earnings gaps, due to the limitations of the LEO data.

- The PAYE and self-assessment systems do not collect information on the number of hours worked, therefore we cannot make distinctions between part-time and full-time earnings. As a result gender comparisons should be treated with caution as we know in general more females work part-time compared to males, and this will also apply to certain occupational groupings where there is a higher proportion of part-time workers.
- Earnings can vary greatly across different regions of Scotland. The PAYE and self-assessment systems do not collect information on the location of an individual's employment; meaning we cannot account for any regional variations.

Superclass subjects

Table 1 shows the median total earnings by superclass grouping for those who completed HNC or HND courses at college and have no further record of tertiary education. The median total earnings of these individuals completing college in 2012/13 was £15,600 three years after completion. The superclass grouping with the highest earnings was 'Oil/Mining/Plastics/Chemicals', with median total earnings of £57,800. The superclass grouping with the lowest earnings was 'Politics/Economics/Law/Social Sciences', with median total earnings of £10,600. The earnings for 'Oil/Mining/Plastics/Chemicals' greatly exceed the other superclass groupings, as the second highest median total earnings was £24,400 for 'Engineering'.

The high earnings relating to 'Oil/Mining/Plastics/Chemicals' could be influenced by a range of factors including the unique employment opportunities offered with this course and the individuals on the course may already be working in the sector prior to enrolment at college. More generally, some superclass groupings are broad and contain a range of different career options for students. As such, there can be wide variation in earnings post college.

Further information on the superclass grouping categories is available in the Glossary section of this release.

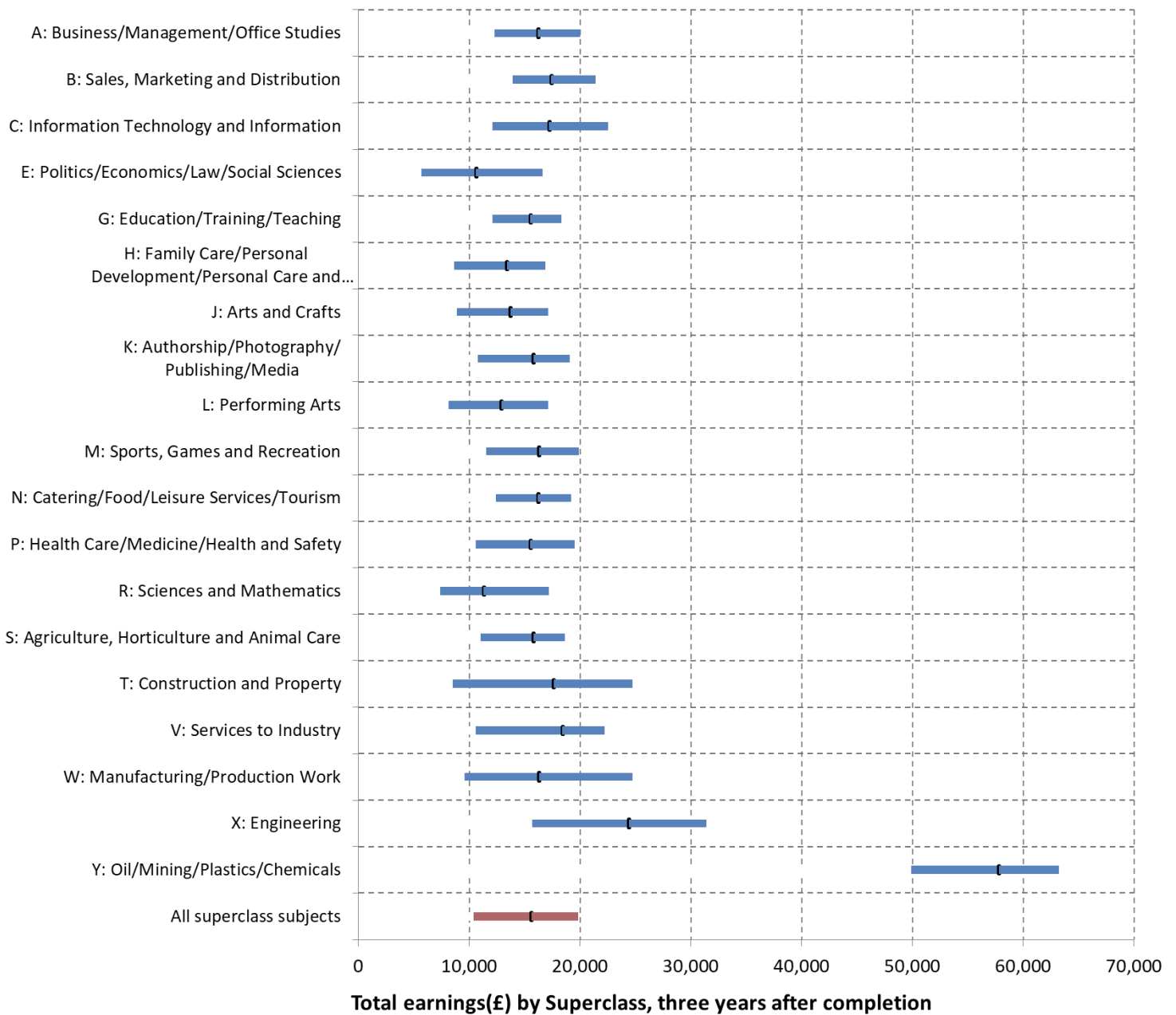
Table 1: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by superclass grouping: 2016/17 tax year

Superclass grouping	Median total earnings 2012/13 cohort (£)
A: Business/Management/Office Studies	16,200
B: Sales, Marketing and Distribution	17,400
C: Information Technology and Information	17,200
E: Politics/Economics/Law/Social Sciences	10,600
G: Education/Training/Teaching	15,500
H: Family Care/Personal Development/Personal Care and Appearance	13,400
J: Arts and Crafts	13,700
K: Authorship/Photography/Publishing/Media	15,800
L: Performing Arts	12,900
M: Sports, Games and Recreation	16,300
N: Catering/Food/Leisure Services/Tourism	16,200
P: Health Care/Medicine/Health and Safety	15,500
R: Sciences and Mathematics	11,300
S: Agriculture, Horticulture and Animal Care	15,800
T: Construction and Property (Built Environment)	17,600
V: Services to Industry	18,400
W: Manufacturing/Production Work	16,300
X: Engineering	24,400
Y: Oil/Mining/Plastics/Chemicals	57,800
All superclass subjects	15,600

Notes:

- Hours worked are not taken into account and include part-time and full-time earnings.
- Some superclass groupings have been suppressed and not included due to small cohorts.
- Only includes those completing an HNC or HND with no record of further study.
- Median earnings may vary across superclass grouping for a range of reasons including level of qualification, location of employment and mode of employment.

Figure 1: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by superclass grouping (lower quartile, median and upper quartile): 2016/17 tax year



Notes:

- Hours worked are not taken into account and include part-time and full-time earnings.
- Some superclass groupings have been suppressed and not included due to small cohorts.
- Only includes those completing an HNC or HND with no record of further study.
- Median earnings may vary across superclass grouping for a range of reasons including level of qualification, location of employment and mode of employment.

Gender

Table 2 shows median total earnings by gender for those who completed HNC or HND courses at college. Males had a higher median earning which was £2,200 higher than females (difference based on unrounded numbers), with males earning £17,100 compared to £15,000 for females.

Table 2: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by gender: 2016/17 tax year

Gender	Median total earnings 2012/13 cohort (£)
Male	17,100
Female	15,000
All	15,600

Notes:

- Hours worked are not taken into account and include part-time and full-time earnings.
- Only includes those completing an HNC or HND with no record of further study.
- Median earnings can vary across gender due to a range of reasons including subject studied, level of qualification and mode of employment.

Age

Table 3 shows the median total earnings by age for those who completed HNC or HND courses at college. Individuals aged 25-34 had the highest median earnings of £16,000. The lowest median earnings were seen for individuals aged 35-44, with earnings of £13,700.

Table 3: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by age: 2016/17 tax year

Age	Median total earnings 2012/13 cohort (£)
16-24 Years	15,700
25-34 Years	16,000
35-44 Years	13,700
45+ Years	14,000
All	15,600

Notes:

- Hours worked are not taken into account and include part-time and full-time earnings.
- Only includes those completing an HNC or HND with no record of further study.

Disability

Table 4 shows median total earnings by disability for those who completed an HNC or HND course at college. Individuals with no known disability had a median earning which was £2,100 higher than individuals with a disability (difference based on unrounded numbers). Individuals with no known disability had median earnings of £15,700 compared to £13,700 for disabled individuals.

Table 4: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by disability: 2016/17 tax year

Disability	Median total earnings 2012/13 cohort (£)
No known disability	15,700
Disability	13,700
All	15,600

Notes:

- Hours worked are not taken into account and include part-time and full-time earnings.
- Only includes those completing an HNC or HND with no record of further study.

Ethnicity

Table 5 shows median total earnings by disability for those who completed an HNC or HND course at college. Individuals of White ethnicity had the highest median earnings of £15,600. The lowest earnings were seen for individuals who are of Mixed or other ethnicity, with earnings of £12,700.

Table 5: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by ethnicity: 2016/17 tax year

Ethnicity group	Median total earnings 2012/13 cohort (£)
Asian	14,600
Black	13,800
Mixed/other ethnicity	12,700
White	15,600
All	15,600

Notes:

- Hours worked are not taken into account and include part-time and full-time earnings.
- Only includes those completing an HNC or HND with no record of further study.
- Earnings in this table are based on small cohorts and should be treated with caution.

Scottish Index of Multiple Deprivation (SIMD)

Table 6 shows median total earnings by SIMD Quintiles (Q1-5) for those who completed HNC or HND courses at college. Individuals from Q4 had the highest median earnings of £16,200. The lowest earnings were seen for individuals from Q1 (the 20% most deprived areas), with median earnings of £14,800.

The differences in earnings between adjacent quintiles is relatively small across most quintiles, with the largest median earnings gap of £700 seen between Q1 and Q2. Further information on SIMD quintiles is available in the 'Data Quality' section of this release.

Table 6: Total earnings for full-time HNC/HND college completers who left education in 2012/13 by SIMD: 2016/17 tax year

SIMD Quintile	Median total earnings 2012/13 cohort (£)
Q1 - 20% most deprived	14,800
Q2	15,500
Q3	15,800
Q4	16,200
Q5 - 20% least deprived	15,900
All	15,600

Notes:

- Only includes Scottish domiciled completers of college in Scotland
- Hours worked are not taken into account and include part-time and full-time earnings.
- Only includes those completing an HNC or HND with no record of further study.

Annex A: LEO universities - Official Statistics

As highlighted previously, around 56% of current qualifiers at SCQF levels 7+ who leave college move on to study at a Higher Education Institution (HEI).

Analysis of earnings for graduates three years after graduation from an HEI has been carried out to obtain a university comparator that gives an indication of what those who then go on to complete degree level study could earn.

The earnings below are not fully comparable to earnings for HNC/HND college completers for multiple reasons:

- Graduates from university in 2012/13 who previously attended college will have left college in an academic year prior to 2012/13 and hence are a different college cohort.
- Individuals studying HNC/HNDs at college who go on to further study at university may not choose a subject area similar to what they previously studied at college. Those articulating to HEIs may also be more likely to study certain subjects than the overall university intake.
- Individuals studying HNC/HNDs at college who go on to further study at university may be more likely to go to certain universities. This may result in earnings different from those in the supplementary tables, as we know earnings can vary greatly across universities.

Supplementary table 1: Total earnings of graduates who graduated in 2012/13 by gender three years after graduation: 2016/17 tax year

Gender	Median total earnings 2012/13 cohort (£)
Male	25,600
Female	24,000
All	24,600

Notes:

- UK domiciled First degree qualifiers 2012/13.
- Hours worked are not taken into account and include part-time and full-time earnings.

Supplementary table 2^[1]: Total earnings of graduates who graduated in 2012/13 by subject three years after graduation: 2016/17 tax year

Subject	Median total earnings 2012/13 cohort (£)
Agriculture, food and related subjects	23,000
Architecture, building and planning	27,300
Biosciences	22,300
Business and management	23,600
Celtic studies	22,500
Chemistry	25,500
Combined and general studies	22,600
Communications and media	19,500
Computing	25,300
Creative arts and design	17,600
Economics	29,700
Education and teaching	27,000
Engineering	31,400
English studies	21,700
Geographical and environmental studies	23,100
Health and social care	26,300
History and archaeology	22,100
Humanities and liberal arts (non-specific)	20,100
Languages, linguistics and classics	23,200
Law	24,100
Mathematical sciences	27,500
Medicine & Dentistry	44,600
Nursing	27,100
Pharmacology, toxicology and pharmacy	30,100
Philosophy and religious studies	22,800
Physical, material and forensic sciences	23,100
Physics and astronomy	28,000
Politics	22,900
Psychology	20,100
Sociology, social policy and anthropology	20,700
Sport and exercise sciences	21,500
Subjects allied to medicine not otherwise specified	24,200
Technology	18,000
Veterinary sciences	31,600
All subjects	24,600

Notes:

- UK domiciled First degree qualifiers 2012/13.
- Hours worked are not taken into account and include part-time and full-time earnings.

¹ Source: Scottish Government and Department for Education Graduate outcomes (LEO): subject by provider, 2016 to 2017: <https://www.gov.uk/government/statistics/graduate-outcomes-leo-subject-by-provider-2016-to-2017>

Annex B: Further Study and FE

This release focuses on those who complete an HNC or HND and go on to work, and have no further enrolments in tertiary education.

The next planned release of LEO data will aim to look at a wider selection of college provision, including:

- College students completing FE who continue into further study at college or university.
- College students completing HE who continue into further study at college or university.
- College students who complete FE courses.

Further work is required to identify those within the LEO universities data who previously participated in college prior to university. These students will already be included in the LEO universities release, and from this we know those who leave education with a university qualification are likely to earn a higher wage than those who move into employment directly from college. A fuller picture of earnings for all college completers will be possible once students that previously attended college are identified in the LEO universities data.

Work will be carried out following this release in collaboration with the SFC to identify individuals moving into further study.

Further work is required to look at the median total earnings of those completing FE courses. However early analysis has been carried out on these individuals to provide high level earnings figures. The median total earnings for those who completed full-time FE courses at college and were in sustained employment in the 2016/17 tax year was £13,800. Males earned £2,600 more than females, with males earning a median of £15,300 compared to £12,700 for females.

The process used to calculate the FE figures is still undergoing quality assurance, and as such these outputs should be treated with caution as they are subject to change.

Annex C: Methodology

Background methodology:

Detailed information will be made available in a Methodology document alongside this release: <https://www2.gov.scot/Topics/Statistics/Browse/Lifelong-learning>

Additional detailed information on the LEO data is available in the Department for Education releases: <https://www.gov.uk/government/collections/statistics-higher-education-graduate-employment-and-earnings>

Further detailed information on college statistics in Scotland is available on the Scottish Funding Councils website: <http://www.sfc.ac.uk/publications-statistics/publications-statistics.aspx>

Suppression and rounding:

In line with disclosure control rules, information based on fewer than 11 individuals has been suppressed. This aligns with our previous releases of LEO data. All earnings have been rounded to the nearest £100.

Data Quality:

Users should be aware of limitations around the data included in this publication;

Mode:

The employment data covers those with records submitted through the Pay As You Earn (PAYE) system and the Self-Assessed system. Neither systems collect information on the number of hours worked; therefore, whether an individual is working full-time or part-time cannot be ascertained. Work is ongoing to explore the opportunity to link the LEO data to the Annual Survey of Hours and Earnings (ASHE), which could allow for a subset of the LEO data to contain information on full-time and part-time work patterns.

Employment outcomes:

Outcomes are presented for completers that have been successfully matched to the Department for Work and Pensions' Customer Information System (CIS). In this publication these individuals are referred to as matched. Matched individuals are only included if they are in sustained employment. Individuals are considered to be in sustained employment if they were employed for at least one day for five out of six months between October and March of the tax year in question or if they had a self-employment record in that tax year.

Location of Work:

Earnings can vary greatly across different regions of the UK and Scotland. At present, the data cannot account for any regional variations. Two options to address this are being explored:

- To use the latest home address collected by DWP through their Customer Information System (CIS), which is updated whenever an individual notifies a change of address.
- To link LEO data to the Inter-Departmental Business Register (IDBR), which will allow for a subset of the LEO data to contain information on region and sector of employment.

Completion of College course:

This release only covers those who have successfully completed a full-time recognised qualification at a Scottish college in 2012/13. The SFC publishes a range of information on completion rates at college. The College Performance Indicators (CPI) publication is available here:

<http://www.sfc.ac.uk/publications-statistics/statistical-publications/statistics-schedule/statistical-publication-schedule.aspx>

Further study at college or university:

To provide a complete LEO picture of college provision, work needs to be done to identify students who articulate from college or university. The Scottish Government and SFC will work together to identify these students and implement an appropriate methodology to estimate and compare median earnings across different college learner journeys. Further information on articulation is available from the Articulation from Scottish colleges to Scottish universities publication:

<http://www.sfc.ac.uk/publications-statistics/statistical-publications/statistics-schedule/statistical-publication-schedule.aspx>

Time period:

The time period for which employment and earnings data is reported in this publication is three years year after completion. This refers to the full tax year three years after completion. So, for those who completed college in the 2012/13 academic year, employment and earnings outcomes relate to the 2016/17 tax year. Previous LEO releases in Scotland covering HEIs and Modern Apprenticeships have focused on a five years gap.

Career Path:

Different courses will lead to different career paths which could have greatly different earnings. Some individuals may change career entirely, and the employment they are in three years after completing college may not reflect the college course they completed.

Annualised earnings:

Earnings figures are only reported for those classified as being in sustained employment and where we have valid earnings record from the P14. A P14 is a tax return for an individual employee and must be completed by their employer. Earnings from self-assessment are not included in a P14.

For each individual, the earnings reported for them on the HMRC P14 data for a given tax year are divided by the number of days recorded in employment across that same tax year. The number of days recorded is the total number of days for which an individual was employed and not the number of days they have worked, meaning working patterns cannot be determined.

This provides an average daily wage that is then multiplied by the number of days in the tax year to calculate their annualised earnings. This calculation has been used to maintain consistency with previous LEO statistical releases and provides those who intend to go from college straight into work an indication of earnings they might receive once in sustained employment.

The annualised earnings calculated are slightly higher than the raw earnings reported in the tax year. This is because the earnings of those who did not work for the entire tax year will be higher when annualised. The difference between the annualised and raw figures decreases as time elapses after completion. Median annualised earnings three years after completion are around £400 higher than the median raw earnings.

All earnings presented are nominal. They represent the cash amount an individual was paid and are not adjusted for inflation (the general increase in the price of goods and services).

Total earnings:

Earnings in this release are presented as total earnings, which is the sum of the annualised PAYE earnings and raw self-assessment earnings. If an individual has earnings only through either PAYE or self-assessment, then their total earnings will be equal to their PAYE or self-assessment earnings. Total earnings figures are only reported for those in sustained employment through the PAYE or Self-Assessed systems.

Self-assessment earnings (SA):

Self-assessment earnings only include profits from partnership enterprises and profit from sole-trader enterprises. As the self-assessment data does not include any information on the number of days worked within a tax year, we make the assumption that the recorded earnings through self-assessment relate to the full tax year. This means that unlike the PAYE earnings, the SA earnings are not annualised.

Scottish Index of Multiple Deprivation (SIMD):

The SIMD ranks small areas (data zones) in Scotland from most deprived to least deprived. The SIMD overall rank is calculated from the individual ranks of seven domains: Income, Employment, Health, Education/skills, Housing, Geographic access, and Crime. The quintiles represent 5 equal-sized groups of the SIMD ranks, with quintile 1 representing the 20% most deprived areas, and quintile 5 representing the 20% least deprived areas.

We have used SIMD 2012 as this was the index that was available during the 2012/13 academic year which is used in this release.

Further detailed information on SIMD is available in the Scottish Government website: <https://www2.gov.scot/Topics/Statistics/SIMD>

Annex D: Background

The Small Business, Employment and Enterprise Act 2015 enabled the UK government, for the first time, to link education and tax data together to chart the transition of graduates from education into the workplace.

This is the third LEO release in 2019 from the Scottish Government, following the LEO universities publication in June and the LEO modern apprenticeships publication in September.

This experimental statistics release presents employment and earnings outcomes for those completing HNC or HND courses at Scottish colleges three years after completion. This publication is the first of its kind in Scotland to use the Longitudinal Education Outcomes (LEO) dataset to track the earnings of those who complete college.

Figures are presented only for those who successfully completed a full-time HNC or HND at a Scottish college, and did not participate in any further study.

The employment data covers those with records submitted through the Pay As You Earn (PAYE) system and records submitted through the self-assessment system. The core purpose of PAYE is to collect tax and its coverage reflects this. Until April 2013, employers were not required to supply information to HMRC for individuals who earned below the Lower Earnings Limit (LEL) for National Insurance contributions, although for large employers these individuals were thought to be included due to the methods of data transfer. Since April 2013, employers have been required to provide earnings information for all employees if even one employee of the company is paid above the LEL threshold. The self-assessment data captures the activity of individuals with income that is not taxed through PAYE, such as income from self-employment.

Self-assessed earnings are not published in isolation, rather they are included as part of a total earnings figure. See 'Total earnings' under Methodology for more information on this. All figures are based on UK tax, benefit and apprentice records only: activity of those who move abroad to work or study after completion is not reflected in the employment or further study figures. Instead, these individuals are categorised as 'activity not captured'.

Annex E: Glossary

Tax year: Runs from 6 April to 5 April the following year. For example the 2016/17 tax year ran from 6 April 2016 to 5 April 2017.

College completers: Individuals who complete college with a successful outcome. This means the individual completed the course and was assessed as successful, or they completed the first year of an HND but chose to leave with an HNC.

Superclass grouping: Groups college courses that cover similar subjects into broad categories. For example, Electrical Engineering, Mechanical Engineering and Welding/Joining are all grouped under the superclass grouping of 'Engineering'

Further information on superclass groupings is available on the SFC website:
<http://www.sfc.ac.uk/>

Higher Education: Higher education is advanced learning that is delivered across colleges and universities in Scotland. In this release only Higher National Certificates (HNC) and Higher National Diplomas (HND) are included.

Nominal earnings: Nominal earnings represent the cash amount an individual was paid. They are not adjusted for inflation (the general increase in the price of goods and services).

PAYE: HMRC's system to collect Income Tax and National Insurance from employment. The LEO project uses information from the P45 to ascertain employment spell length and from the P14 (P60) to determine annual earnings.

Self-assessment: Self-assessment data captures the activity of individuals with income that is not taxed through PAYE, such as income from self-employment, savings and investments, property rental, and shares.

Sustained annualised earnings: The calculated average daily wage across the tax year grossed up to the equivalent annual figure.

Total earnings: The total of annualised PAYE earnings and raw self-assessed earnings.

Experimental Statistics: data being developed

Experimental Statistics are new official statistics that are undergoing evaluation. These statistics are being published as experimental statistics in order to involve users and stakeholders in their development and as a means to further improve the use of the data in future.

As these are experimental statistics any feedback or comments on presentation and content would be most appreciated. Contact details below;

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